



# INSURANCE DIVERSITY INITIATIVE NEWSLETTER

Email us at [Diversity@insurance.ca.gov](mailto:Diversity@insurance.ca.gov)  
about any events or updates you'd like to  
share with the Initiative and our  
stakeholders!

Deadline for submissions is the 25th of  
every month.

## DECEMBER 2016

- 5th Annual Insurance Diversity Summit
  - Afternoon Breakout Sessions
  - Success Stories
  - 2016 Diversity Award Honorees
  - 5th Annual Summit Sponsors
- Multistate Insurance Diversity Survey (MIDS)
- Insurance Diversity Task Force
  - Appointment Opening - apply today!



Commissioner Dave Jones welcoming attendees to  
the 2016 Insurance Diversity Summit

On Wednesday, December 7th, at one of the best attended Annual Insurance Diversity Summit, Task Force Chair Melanie Shelby welcomed those gathered at California State University, Los Angeles. Both Shelby and Commissioner Jones thanked the Diversity Task Force Members for their contributions, passion, and commitment to the Insurance Diversity Initiative.

Insurance Commissioner Dave Jones offered a summary of the goals and successes of the 5th Annual Summit. This included commending insurers to their commitment to diversity, which also led to incredibly successful matchmaking sessions; a total of 217 meetings were taken throughout the day!

Commencing the first Multistate Insurance

## 5th Annual Insurance Diversity Summit: Afternoon Breakout Sessions

Year after year, the afternoon breakout sessions rank #1 as an attendee favorite of our Annual Insurance Diversity Summit. The afternoon consists of 3 separate breakout sessions that focus on the three main components of the Insurance Diversity Initiative.

### Insurer-only Breakout Session

The 5th Annual Insurance Diversity Summit Insurer-only afternoon breakout session featured two supplier diversity experts to lead an in-depth session between insurance company peers discussing certifying the businesses, as well as the economic impact of supplier diversity programs, overall.

### Business-to-Business Breakout Session

The 5th Annual Insurance Diversity Summit brought forth new experiences for the diverse businesses Business-to-Business breakout session. Collectively, diverse business representatives were able to learn about the benefits of being a certified diverse business, the importance of being a member of a local chamber or business association, the significance and value of a well-balanced capability statement; as well as, hearing from two diverse business representatives who shared their personal success stories as a direct result of the Insurance Diversity Initiative.

Commissioning the first multistate insurance Diversity Survey (MIDS), where 6 states came together to survey over 70% of the national insurance market. Commissioner Jones welcomed from the State of Oregon Division of Financial Regulation Richard Blackwell, one of many MIDS analysts who contributed to develop, distribute, and finalize the surveys for over 600 insurers nationally.

Commissioner Jones gave praise and credit to his dedicated staff from the California Department of Insurance for the culmination of Insurance Diversity work leading up to the day's event.

The new Insurance Diversity Coordinator, Rebecca Ball shared a high-level overview and comparison of the MIDS results to past California Governing Board Diversity survey results while Melanie Ramil, Chief of Community Programs, shared totals and comparable-data from the Supplier Diversity sections of MIDS and past California survey results. All 2016 MIDS reports are public and can be located in the [new web portal](#).

Task Force Chair-Emeritus Melinda Guzman, as the moderator, led a dynamic Panel: Supplier Diversity Success Across Industries. On the stage with her were: Michael Herrera - Supplier Diversity Professional with Southern California Gas Company, Tommy Smith - National Supplier Diversity Leader with Kaiser Permanente, and Richard Chacon - Director of Supplier Diversity and Development with MUFG Union Bank, N.A.

The robust conversation consisted of many useful examples for insurers and procurement officers to implement within their own organizations. It also highlighted that the strongest supplier diversity programs around start with and include the firm support of C-Suite level decision makers. An extended question and answer session allowed the panel to really engage and be interactive with the morning plenary audience; resulting in great ideas being shared.

If you missed this year's event, keep an eye out for the 6th Annual Insurance Diversity Summit; more details to come. If you had the opportunity to attend, please be sure to check your inbox for the survey sent out on behalf of the Department and our Matchmaking vendor, SMA, via Survey Monkey. [We want to hear about your Summit experience and feedback.](#)

## Success Stories

[Share if your business has seen any successes](#) as a direct result of this Initiative.

We want to hear from you! Success stories are gathered to use as "highlights" in future Newsletters and/or Diversity Initiative presentations.

## Governing Board Roundtable

The 5th Annual Insurance Diversity Summit Governing Board Diversity roundtable offered attendees the opportunity to learn more about the current status of governing boards and the work that needs to be done to increase board diversity. Ideas were shared on normal practices and the need to "think outside the box"; as well as, the importance of including all company boards in diversity efforts.

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## 2016 Diversity Award Honorees

**Honoring insurance companies and advocates for their commitment to supplier diversity and/or governing board diversity.**

- Insurance Commissioner's National Award
  - Kaiser Permanente
- Insurance Commissioner's Award for Excellence in Diversity
  - Massachusetts Mutual Life Insurance Company
- Insurance Commissioner's Award for Excellence in Diversity Advocacy
  - National Gay & Lesbian Chamber of Commerce (NGLCC)
- Governing Board Diversity Champion
  - Blue Shield of California
- Governing Board Diversity Trailblazer
  - Mel Watt, Federal Housing Finance Agency
- Supplier Diversity Champion
  - State Compensation Insurance Fund
- Supplier Diversity Trailblazer
  - CSAA Insurance Group

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***THANK YOU to our 5th Annual Insurance Diversity***

***Summit Sponsors!***



The 5th Annual Summit successful formal matchmaking event; introducing over 60 diverse businesses with a record 27 insurers!



Over 200 attendees listened intently while the morning plenary panelists discussed diversity across industries and answering questions from the audience.



Over 50 diverse business representatives gathered together in their afternoon breakout to network and learn the benefits of being a diverse business and how to thrive.



## Multistate Insurance Diversity Survey (MIDS)

On December 7, 2016, all submitted surveys were released publicly on the California Department of Insurance website via the new [Multistate Insurance Diversity Portal](#).

The portal allows access to all public information gathered from the submitted surveys with search options to pull reports based on specified criteria.

**Note:** All data is self-reported by the respondents and has not been verified by the MIDS Partner States. All data provided via the MIDS Portal is a direct result of the data contained in the reports.

Visit the [Multistate Insurance Diversity Survey webpage](#) to view MIDS related documents and to access the Multistate Insurance Diversity Survey Portal.

## Insurance Diversity Task Force





**The whole Insurance Diversity Team would like to thank all stakeholders for another wonderful year of work. Without the support and participation of stakeholders, we would not see our successes move forward every year. We look forward to working with everyone in 2017 and seeing everyone, again, at the 6th Annual Insurance Diversity Summit!**



The Insurance Diversity Task Force would like to thank all insurer representatives, diverse business representatives, and other stakeholders who came to the 5th Annual Insurance Diversity Summit. It is because of our dedicated stakeholders that we have been able to accomplish all we have together; and, continue to move forward with diversity in the insurance industry.

We all look forward to what 2017 holds; and, to see everyone at the 6th Annual Insurance Diversity Summit! Date and location will be confirmed soon!

Our 1st Quarterly Task Force Meeting will be held in March; watch for the public announcement - all Task Force Meetings are open to the public.

### **Insurance Diversity Task Force Appointment Opening!**

Vacancy: 1 seat

Category: OPEN (qualify via any of the categories below)

- Insurance Industry Representatives, including one who currently serves as a practitioner in the field of supplier diversity (i.e., Supplier Diversity Manager or Chief Procurement Officer)
- Minority Business Enterprise (MBE) Advocates / Representative
- Women Business Enterprise (WBE) Advocates / Representative
- Disabled Veteran Business Enterprise (DVBE) Advocates / Representative
- Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) Advocates / Representative
- Diverse Business Owner Representative
- Supplier Diversity Advocates / Expert
- Governing Board Diversity Advocates / Expert

**[Applications Due: December 23, 2016](#)**

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*Interested in serving on a board or committee?*  
Visit our **[Boards and Committees](#)** page for more information!

STAY CONNECTED

